

Find Out How To Create An Extraordinary Organization

Why Are So Many Organizations Using The Principles Of Appreciative Inquiry?

BECAUSE IT WORKS!

Appreciative Inquiry (AI) is a process that is altering the way many organizations approach and implement change. Rather than focusing on trying to fix what's broken, AI turns problem-solving on its head and focuses on identifying strengths, assets, aspirations and opportunities, building on what *is* working and implementing the innovations that flow from this.

Appreciative Inquiry is far more than just another technique or tool, it is a radically innovative approach to the whole field of organization and human transformation — one that is capable of energizing positive change throughout your organization.

What Other AI Users Say

“AI gets much better results than seeking out and solving problems. (It's) a complex science designed to make things better.”

Thomas H. White, President, Telephone Ops., Verizon Wireless

“In all my years at CBC I've been trying to explain what deep organization transformation is really about. This is the first time I have really seen it in practice – we have done it and we should all be very proud of ourselves.”

Harold Redekopp, Exec. VP of Television, Canadian Broadcasting Corporation

Start With The Foundations And Practice Of AI Workshop

The Foundations and Practice Of AI July 22-25, 2008

Who should attend? This practical, interactive 4-day workshop serves as an introduction to the practice and philosophy of AI, and teaches implementers how to initiate positive change in their organizations. It is designed for anyone seeking a solid grounding in the theory and practice of AI - managers, consultants, HR pros, organizational and community facilitators - anyone concerned with work processes, strategy development and implementation, employee engagement, leadership and organizational culture in corporate, governmental and not-for-profit organizations.

Workshop participants will have opportunities to practice the key steps in the AI process, to examine how AI has transformed other organizations, and to develop strategies for introducing Appreciative Inquiry to their own organizations. They will be introduced to specific techniques they can use to mobilize their entire work force, to address major challenges, and make change happen.

Foundations and Practice workshop participants will:

- Be introduced to the theory and practice of AI by experiencing each phase of the 5-stage process.
- Learn how to reframe problems and craft questions to increase effectiveness and enhance bottom-line results.
- Develop their ability to apply the AI framework to strategic and operational topics, including change management, process improvement, strategic planning, conflict resolution, teambuilding/collaboration, reorganization, mergers, program evaluation, diversity, and leadership development.

Expand Your Capabilities As An Advanced Practitioner

The Advanced AI Practitioner Clinic July 28-30, 2008

Who should attend? The advanced clinic is targeted toward senior managers and consultants who have a basic grounding in AI, who are engaged in implementing AI initiatives in business, government, non-profit organizations and communities, and who are ready to move to the next level. Because of the advanced nature of this session, participants are expected to have already attended an AI Foundations workshop and have some organizational experience using the process of Appreciative Inquiry.

In this highly collaborative clinic, participants will experience an advanced community of practice where they can identify their personal strengths as AI practitioners, and expand their capacity to design and lead AI initiatives that result in accelerated change with measurable results.

Participants will be encouraged to share their experiences and participate in dialogues drawn from actual practitioner's queries, such as:

- How can I use AI to redesign *processes*?
- What *really* has to happen in the early stages, i.e., when we are scoping the project and budgeting for it?
- How can we tailor interventions to the realities and constraints of organizational life without losing the integrity of what we need to do?
- When should I use AI Summits, Positive Change Networks, AI Consortia, Whole System Dialogue, Innovation Teams, or AI Learning Teams?
- What does it mean “*to be AI?*”

Your Appreciative Inquiry Facilitators



Bernard J. Mohr, Principal, Innovation Partners International, has 35 years experience in helping clients such as BP, British Airways, Coca-Cola, Newark Beth Israel Medical Center, the I.R.S., L.L. Bean, and GlaxoSmithKline. A pioneer in the application of AI to complex organizational challenges, he is a frequent keynote speaker and author of the best-seller, *Appreciative Inquiry: Change at the Speed Of Imagination*. A graduate of Waterloo, Toronto, and Columbia, he is also adjunct faculty at Columbia University and the NTL Institute.

Sallie Lee, Principal, Innovation Partners International, has applied and taught AI around the world for over 9 years. She has facilitated hundreds of workshops on the human dimensions of organizational change, specializing in whole system planning, strategic initiatives, and collaborative processes. Trained in psychology and philosophy at NC State University, Sallie also has an MA in International Development from University of Miami and certification in Global Change and Social Innovation from Case Western Reserve University's Global Excellence in Management Program.

Discover The Power Of Positive Change

TWO OUTSTANDING OPPORTUNITIES

Learn how to build powerful relationships, develop effective leaders and thrive in times of change.

**Register BEFORE June 30 And SAVE \$\$\$!
Take Advantage Of Special Team Pricing!**

Foundations and Practice of Appreciative Inquiry

Dates: July 22-25, 2008

Per Person Pricing	Before 6/30	After 6/30
Individual	\$2,160	\$2,400
2 or more from same org.	\$1,800	\$2,000
6 or more from same org.	\$1,440	\$1,600

Advanced Appreciative Inquiry Practitioner Clinic

Dates: July 28-30, 2008

Per Person Pricing	Before 6/30	After 6/30
Individual	\$1,620	\$1,800
2 or more from same org.	\$1,350	\$1,500

Fees Include:

- All materials used in the course.
- Continental breakfast and lunch, each day.

Course fees do not include dinner, hotel or transportation costs.

Cancellation Policy: *Cancellations more than thirty (30) days prior to session date are accepted subject to a \$50 cancellation fee. Payment in full is due prior to the beginning of the program. Substitutions may be made at any time.*

Location & Times For Both Sessions

Time: 8:30AM - 5:00PM

Location: Kruse Oaks
Conference Center
5300 Meadows Rd.
Lake Oswego, OR

Lodging: Please contact Executive Forum to coordinate lodging and shuttle services.



AI: A Proactive Approach To Change Management

Take Your Organization To The Next Level With Appreciative Inquiry

Appreciative Inquiry has increasingly gained momentum as an important process for driving and managing organizational change. Whether you're new to the theory and practice of Appreciative Inquiry, or if you've gotten some experience and are ready to move to the next level, these local workshops can help you transform your organization and implement positive change.

The Foundations And Practice Of Appreciative Inquiry

*A Workshop for Leaders and Consultants
Seeking A Positive Approach
to Organization Transformation*

July 22-25, 2008

Advanced Appreciative Inquiry Practitioner Clinic

*A Workshop for Advancing Your Capacity to
Design and Facilitate Complex AI Initiatives*

July 28-30, 2008

REGISTER TODAY!

Contact Executive Forum at:

TEL: 503.475.6503

Online at: www.executiveforum.com



WORKSHOP SERIES 2008

Appreciative Inquiry

Leading Positive
Organizational
Innovation

*Two Workshops For
Change Management And
Positive Transformation*

Presented by

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